



*Training Course:
Organizational and Public Sector, Analysis,
Implementing Initiatives & Improvement*

*26 - 30 April 2027
Kigali (Rwanda)*

Training Course: Organizational and Public Sector, Analysis, Implementing Initiatives & Improvement

Training Course code: MA234742 From: 26 - 30 April 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

Organizations are dynamic systems that continuously adapt to internal and external changes. The [Organizational Development and Public Sector Transformation](#) program is designed to help participants analyze organizational performance, understand stakeholder dynamics, and implement effective change initiatives.

This program focuses on strengthening organizational sustainability, improving productivity, and enhancing the ability of public sector institutions to respond to evolving demands through structured analysis, strategic interventions, and performance measurement.

Course Objectives

By the end of this program, participants will be able to:

- Understand organizational analysis and development concepts in the public sector
- Design and implement effective organizational change processes
- Engage stakeholders through structured multi-stakeholder approaches
- Measure and evaluate organizational change and performance
- Assess resource utilization and organizational efficiency
- Identify productivity improvement opportunities
- Align productivity with strategic organizational goals
- Implement and monitor improvement initiatives effectively

Target Audience

This program is designed for:

- Executive Management and Directors
- Public Sector Leaders and Decision Makers
- Organizational Development Professionals
- Managers involved in change and transformation initiatives
- Professionals seeking to enhance organizational performance and sustainability

Outline

Day 1 - Organizational Analysis Foundations

- Introduction to organizational analysis
- Frameworks for analyzing organizational performance
- Organizational Performance Assessment OPA framework
- Steps and methodologies for conducting organizational analysis
- Identifying strengths, weaknesses, and performance gaps

Day 2 - Multi-Stakeholder Engagement and Governance

- Understanding multi-stakeholder processes
- Types of stakeholder engagement approaches
- Designing and implementing stakeholder engagement strategies
- Role of executive management and boards in transformation
- Building collaboration and alignment among stakeholders

Day 3 - Organizational Design and Change Implementation

- Principles of organizational design in the public sector
- Identifying and applying organizational development interventions
- Planning and implementing change initiatives
- Enhancing transparency and governance in public organizations
- Managing resistance to change

Day 4 - Measuring Organizational Change and Performance

- Defining levels and scope of organizational change
- Measuring performance and organizational outcomes
- Evaluating results of stakeholder engagement processes
- Designing performance measurement systems
- Linking performance measurement to strategic goals

Day 5 - Tools and Techniques for Organizational Improvement

- Organizational assessment tools and frameworks
- SWOT and PEST analysis
- Organizational Culture Assessment OCAI
- Brainstorming and creative problem-solving tools
- Force field analysis and scenario planning
- Integrating qualitative and quantitative evaluation methods

Registration form on the Training Course: Organizational and Public Sector, Analysis, Implementing Initiatives & Improvement

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